

Building Beloved Community - BBC

8th Principle Accountability Checklist

modified Sept 18th.

General Presence in Congregation

1. BBC members will take "right action" when we hear or observe microaggressions/subtle acts of exclusion, racist or oppressive comments in all areas of the congregation (MH sessions, meetings, personal interactions, etc.) with the purpose of supporting those who are impacted by exclusion and educating congregants about the impact of racism and its impact.
2. BBC communications will be reviewed to ensure inclusive, bias-free language and images prior to sending them out.
3. BBC leadership will respond to inquiries from the congregation and staff within one week, and if unable to answer within that time frame, they will provide a rough timeline for the full response.
4. BBC will consciously support involvement and transactions with businesses, organizations, and events etc. that are predominantly owned and operated by POC whenever possible.

BBC Meetings and Actions

5. Meetings will be executed in an inclusive manner, ensuring that everybody at the meeting has a chance to speak.
6. Program development decisions will be made with an anti-racist and inclusive lens. Program development should include both historical and current day perspectives of POC where applicable. An inclusive lens is sensitive to the concerns and experiences of members of the non-dominant culture.
7. Sub -committees' reports will be given at the standing, monthly BBC meeting on the progress made towards their objectives.
8. Communications will be made directly, recognizing that this requires comfort with conflict and the acceptance of the different ways people handle conflict.
9. BBC's standing rules, committee documents, and covenants will be examined at least annually to ensure inclusivity.
10. People of Color will have access to leadership positions including caucus and ally support within the BBC.
11. At the conclusion of a BBC meeting, 10 min. will be allotted for an Accountability Observer to address our adherence to the Accountability Checklist. Members will rotate monthly to take the responsibility for being the Accountability Advisor during the meetings.
12. Any member of BBC may call for a separate white caucus and a caucus of POC members. A time limit will be agreed upon by the entire group. Each caucusing group will determine how the time is used and what if anything will be shared with the other group when the whole group meeting is restarted.

Personal Growth

13. BBC members will cultivate an understanding of and a spiritual humility about identities and cultures that are different from their own.
14. BBC members are responsible for their own learning and development including reading, Robin Di Angelo's "What does it Mean to be White?" and "White Fragility"; in addition to Jana and Baran's "Subtle Acts of Exclusion."
15. New members of BBC will be paired with long standing members to ensure they are given the necessary support to clearly understand the BBC.